

A G R E E M E N T

BETWEEN

THE DOVER BOARD OF EDUCATION

-AND-

THE DOVER EDUCATION ASSOCIATION

COVERING THE PERIOD

X JULY 1, 1985, TO JUNE 30, 1987

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THIS AGREEMENT, entered into this 29th day of October, 1985, by and between the BOARD OF EDUCATION OF THE TOWN OF DOVER, NEW JERSEY, hereinafter CALLED THE "Board," and the DOVER EDUCATION ASSOCIATION, hereinafter called the "Association."

ARTICLE I

RECOGNITION

- A. The Board of Education of the Town of Dover hereby recognizes the Dover Education Association as the exclusive representative for collective negotiations, as defined by the New Jersey Public Employer-Employee Relations Act; N.J.S.A. 34:13A-1 et seq., for all full-time non-supervisory certificated teaching personnel under contract to, or on leave from, the Board of Education of the Town of Dover.

ARTICLE II

NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations in accordance with the New Jersey Public Employer-Employee Relations Act, N.J.S.A. 34:13A-1 et seq., in a good faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Neither party is required to negotiate any item after this agreement is signed. Negotiations for the successor agreement shall begin as per PERC starting date. Any Agreement so negotiated shall apply to all teachers, as defined in Article I, be reduced to writing, be signed by the Board President and the Association President. The Agreement shall be adopted by the Board upon passage of the budget by the voters. If the budget is not passed by the voters the Agreement may be renegotiated.
- B. During the negotiation, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counterproposals. The Board shall make available to the Association pertinent public records and public information of the Dover School District as reasonably requested by the Association.

ARTICLE III

GRIEVANCE PROCEDURE

- A. DEFINITION:

A "Grievance" shall mean a complaint by the Association as majority

representative on behalf of an employee of the Dover Board of Education that there has been to such employee a personal loss or injury as a result of the misinterpretation, inequitable application, or violation by the Board or its Administrators, of a policy, agreement, or administrative decision affecting him, except that the term "Grievance" shall not apply to: (a) any matter which according to law is either beyond the scope of Board authority or which according to law is limited to unilateral action by the Board alone; (b) a complaint of non-tenure teacher which arises by reason of his not being re-employed; (c) or a complaint by any certificated personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure is either not possible or not required; (d) any rule or regulation of Commissioner of Education or the State Board of Education. A grievance to be considered under this procedure must be initiated by the Association as representative of the employee within thirty (30) calendar days of its occurrence.

B. PROCEDURE:

1. (a) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limit shall permit the aggrieved employees to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance by the employee of the decision rendered at that step.

(b) It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

(c) When the resolution of a grievance affects more than the employee who filed the grievance, then such resolution shall apply to all affected employees.

(d) An aggrieved employee is to be present at all stages of the grievance procedure and may be represented at all stages of the grievance procedure by himself or, at his option, by a representative selected by him. When an aggrieved employee is not represented by the Association, the Association shall have the right to be present and to state its views commencing at the Superintendent's level.

2. Any employee who has a grievance shall discuss it first with his Principal in an attempt to resolve the matter informally at that level.

3. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days, he shall set forth his grievance in writing, within ten (10) school days of the date of discussion, to the Principal specifying:

- (a) The nature of the grievance
- (b) The nature and extent of the injury or loss
- (c) The results of previous discussions
- (d) His dissatisfaction with decisions previously rendered
- (e) Relief sought

The Principal, too, must communicate his decision to the employee in writing within three (3) school days of receipt of the written

grievance.

4. The employee, not later than five (5) school days after receipt of the Principal's decision, may appeal the Principal's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing reciting the matter submitted to the Principal as specified above and his or her dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten (10) school days. The Superintendent of Schools shall communicate his decision in writing to the employee and the Principal.

5. If the grievance is not resolved to the employee's satisfaction, he, no later than five (5) school days after receipt of the Superintendent's decision may request a review by the Association. All information regarding the determinations at the previous levels shall be submitted to the Association. The Association shall make a decision and notify the Superintendent of Schools within a period of ten (10) school days.

6. If the Association determines that the employee's position has merit, it shall recommend, in writing, within the time specified in procedure No. 5, that the grievance be heard by the Board of Education.

7. All requests to the Board of Education shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request to the Board of Education. The Board or a committee thereof, shall review the grievance and shall, at the written request of the grievant, hold a hearing with the employee and render a decision, in writing, within thirty (30) calendar days of the receipt of the grievance by the Board or of the date of the hearing with the employee, whichever comes later.

8. If the employee is dissatisfied with the decision of the Board of Education, the Association may request the appointment of an arbitrator, such request to be made known to the Superintendent no later than two (2) weeks after the decision, in writing, of the Board of Education was made known.

The following procedure will be used to secure the services of an arbitrator:

(a) A request will be made to the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in the dispute in question.

(b) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster of names.

(c) If the parties are unable to determine, within ten (10) school days of the initial request for arbitration a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.

The arbitrator shall limit himself to issues submitted to him, and shall consider nothing else. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions of the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law, or which is violative of the terms of this Agreement. The arbitrator shall have no power or authority to add to nor to subtract from nor to modify any of the terms of this Agreement or any Policy of the Board of Education. The arbitrator may recommend a monetary award; however, the arbitrator shall have no power or authority to make recommendations to change Schedules "A", "B", "C", or "D" or any other fixed monetary rate or schedule set forth in this Agreement. The recommendation of the arbitrator shall be advisory. Only the Board of Education and the aggrieved and his representative shall be given copies of the arbitrator's report of findings and recommendations.

9. Costs:

- (a) Each party will bear the total cost incurred by itself.
- (b) The fees and expenses of the arbitrator are the only costs which will be shared. Such costs will be shared equally between the Board of Education and the Association.
- (c) If time is lost by any employee due to arbitration proceedings necessitating the retention of a substitute, the Board of Education will pay only the cost of the substitute. The time lost by the employee must either be without pay or charged to personal time.

ARTICLE IV

EMPLOYEE ABSENCE

A. SICK LEAVE :

- 1. Sick leave is hereby defined to mean the absence from his or her post of duty, of any person because of personal disability due to illness or injury, or because he or she has been excluded from school by the school district's medical authorities on account of a contagious disease or of being quarantined for such disease in his or her immediate household.
- 2. Employees shall be entitled to ten (10) days sick leave per year without loss of pay.
- 3. An employee whose contract is effective after the beginning of the school year shall be allowed one (1) day of sick leave for each remaining month of the contract period.
- 4. All unused sick leave time shall accumulate, without limit.

5. Accumulation of sick leave allowance shall be based on consecutive years of service. An employee shall be considered as rendering consecutive service as long as the Board does not terminate his service.

6. A leave of absence does not constitute an interruption of service but during a leave of absence there shall be no accumulation of sick leave.

7. Compensation for unused sick leave to be received as follows:

(a) Beginning July 1, 1985, upon retirement after twenty (20) years of service in the Dover Public School District, teachers shall be compensated at the rate of \$18.00 for each day of unused sick leave up to a maximum of \$3,600. Twelve months' notice must be given to the Board by the retiring teacher in order to qualify for payment. Such notice can be waived by the Board for a good reason acceptable to the Board. Payments shall be made in equal monthly installments during the final year of service or in an alternate manner which is mutually acceptable to both the retiree and the Board.

(b) In the event an employee should die prior to retirement but after twenty (20) years of service in the Dover Public School District, the benefit which would have been paid to such employee pursuant to Paragraph 7.(a) of Article IV shall be paid to the beneficiary previously designated as such in writing by the employee, or, if there has been no such designation, then to the employee's Estate.

B. VISITATION LEAVE:

1. Employees may receive, at the discretion of the Principal and with prior approval from the Superintendent of Schools, leave without loss of pay for visiting and observation in another school in the Dover District or any other district.

2. The purpose of said visitation shall be for the improvement of instruction in the Dover Public Schools.

C. PERSONAL LEAVE WITH PAY:

1. Employees shall be entitled to two (2) days leave per year without reason and one (1) day with reason for a total of three days. Notwithstanding the foregoing, if any such leave day falls immediately before or after either a weekend, school holiday, a recess or vacation period, or the start or end of the student school year, employees shall be entitled to such leave day only for any of the reasons listed below:

- Religious holiday
- Court Subpoena
- Marriage of employee or member of immediate family
- Illness in immediate family
- Emergencies
- Moving of employee's household
- Employee's mortgage closing
- Settlement of estate

2. Employees shall be entitled to up to four (4) days leave per

occurrence, in the event of a death in the immediate family. NOTE: "Immediate family" shall mean: father, mother spouse, child, brother, sister, mother or father-in-law, or any member of the employee's immediate household.

3. Employees shall be entitled to one (1) day leave per occurrence, in the event of death of a grandparent, grandchild, brother-in-law or sister-in-law.

4. Personal leave is not cumulative.

5. Application for use of such leave must be made in writing to the Superintendent of Schools through the Principal and approval obtained.

The number of leave days without reason which may be granted on any day will be subject to District staffing needs. (Not applicable to days with reasons listed above.)

D. JURY DUTY:

1. Employees called to jury duty shall be excused at full pay less the stipend paid by the court.

E. MATERNITY LEAVE:

1. Maternity leave to be granted in accordance with the New Jersey Division of Civil Rights determination in the case of Miller vs. Pequannock or applicable statutes.

F. ADOPTION:

Any teacher adopting a pre-school child may receive leave without pay similar to the maternity leave above for up to one (1) school year. Said leave shall commence upon his/her receiving de facto custody of said pre-school child, or earlier, if necessary to fulfill the requirements for the adoption. Commencement of such leave shall, to the extent possible, not interfere with continuity of instruction or conflict with the best educational interests of the District.

G. ASSOCIATION LEAVE DAY:

The Association may receive six (6) days' leave during any contract year for the purpose of having any teacher appear in litigation pending before the New Jersey Public Employment Relation Commission, arbitration, and matters of a similar nature. The Association agrees to pay for the cost of any substitute for a teacher using any such Association leave day. Association leave days shall not accumulate from year to year.

ARTICLE V

SALARIES

1. Salary Schedules A, B, C, and D are attached hereto, and represent

salary increases of 8.7%, including increment plus longevity (where applicable) for 1985-86 and 8.5%, including increment plus longevity (where applicable) for 1986-87.

2. Advancement on Salary Guides is contingent upon satisfactory performance as determined through administrative evaluation.

ARTICLE VI

INSURANCE PROTECTION

1. The Board shall make available to teachers and their dependents, group coverage provided by the Public and School Employees' Health Benefit Act of the State of New Jersey. (The State Plan) as follows:

(a) N.J. Blue Cross Hospital Service Plan and

N.J. Blue Shield Medical-Surgical Plan

- The Basic Plan, including Extended Basic Outpatient Benefits and Extended Basic Benefits

(b) The Prudential Insurance Company of America

- Major Medical Insurance

The Board shall pay the full cost of this insurance protection.

2. A Dental Plan will be provided and paid for by the Board for employee only with a maximum annual premium cost of \$208.80 per employee.

3. The Board may change insurance carriers providing substantially equivalent coverage is maintained and the Board will give the Association sufficient notification of any intended change.

ARTICLE VII

DEDUCTIONS FROM SALARY

1. The Board agrees to deduct from the salaries of its teachers, dues for the Dover Education Association, the Morris County Council of Education Associations, the New Jersey Education Association, and the National Education Association, as said teachers individually and voluntarily authorize. Said monies, together with current records of any changes, shall be transmitted to such person as may be designated by the Dover Education Association, by the 15th of each month following

the monthly pay period in which deductions were made.

2. Each of the Associations named above shall certify to the Board in writing, the current rate of its membership dues by July 1, 1985, for the 1985-86 school year and by July 1, 1986, for the 1986-87 school year.
3. The Association shall indemnify, defend, and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall rise out of or by reason of action taken by the Board in reliance upon payroll deduction authorization cards submitted by the Association to the Board.
4. Subject to law, the Board agrees to purchase a tax sheltered annuity on behalf of any teacher who individually and voluntarily agrees to a deduction from his or her salary for such purpose, which tax sheltered annuity program shall be with a company chosen by the Association.
5. Subject to law, the Board agrees that any deductions from salary made pursuant to a summer payment plan shall be deposited with Tri-Co Credit Union, Morristown, New Jersey.
6. Any teacher who is not a member of the Association shall pay a representation fee in lieu of dues for service rendered by the Association. Such representation fee shall be paid and administered pursuant to the requirements of New Jersey law, and shall be paid in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the Association to its own members, less the cost of benefits financed through the dues, fees and assessments and available to or benefiting only its members, but in no event shall such representation fee exceed the legal maximum of the regular membership dues, fees, and assessments.

ARTICLE VIII

A. TUITION REIMBURSEMENT:

To provide the opportunity for continued and additional growth in areas of study which should result in benefits to the educational program, a full-time teacher pursuing graduate study shall be entitled to full or partial reimbursement for all or part of the cost of accredited courses as detailed below taken between July 1 and June 30 under the following conditions:

1. Reimbursement is limited to courses for which a passing grade has been earned as determined by an official transcript or grade report.
2. Each applicant is limited to a maximum of twelve (12) credit hours per school year with tuition reimbursement for up to one-half (1/2) of tuition costs incurred or up to \$100 whichever is greater. Fees, costs of textbooks, travel expenses and other associated expenses are not subject to reimbursement.

Examples:

<u>Tuition</u>	<u>Reimbursement</u>
\$ 50.00	\$ 50.00
80.00	80.00
100.00	100.00
150.00	100.00
200.00	100.00
300.00	150.00
400.00	200.00

3. All courses must be taken at a duly accredited college or university.

4. In order to receive reimbursement, the applicant must be in the employ of the District at the time the reimbursement is to be made and must present a receipt of payment from the college or university, together with an official transcript or letter from the Registrar's Office and claim form. The Registrar's letter must be followed with the official transcript or grade report. An applicant who wishes to be reimbursed for graduate credits taken during the spring or summer of any given year must be granted and have accepted an employment contract for the following year.

5. Notification of intent to take specific courses shall be submitted to the Principal and approval received prior to registration.

6. The Board will make every effort to have payment made within sixty (60) days from the date of receipt of complete documentation.

B. WORKSHOP COURSES:

Where course credit is not given, reimbursement or travel costs to be decided individually by Board of Education. In an emergency case, decision to be left to the Superintendent of Schools.

Travel Mileage Reimbursement -- 20¢ per mile

ARTICLE IX

TEACHER WORK YEAR

The teacher work year shall consist of one hundred eighty-seven (187) days, including five (5) snow days. Unused snow days will be subtracted from the 187 days in June.

ARTICLE X
ELEMENTARY TEACHING

Both parties to this Agreement agree that teachers may be permitted to use the time when a specialist is in the room for a preparation period.

ARTICLE XI
MISCELLANEOUS

- A. All provisions of Chapter 303, P.L. 1968, governing working conditions shall be fully complied with.
- B. Vacancies will be posted in accordance with the provisions of Board of Education Policy No. 403A.
- C. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- D. Individual teacher contracts shall comply with and be consistent with the terms of this Agreement. Where discrepancies exist, this Agreement shall prevail.
- E. The Board of Education will supply one copy of the Board of Education Policy Manual, together with updates as available, to the Association.
- F. The Association shall receive one (1) copy of Board Minutes at no charge when such Minutes become available for public distribution.

ARTICLE XII
MANAGEMENT RIGHTS

- A. The Board, subject to the provisions of this Agreement, reserves to itself the rights and responsibilities of management of the School District and full jurisdiction and authority to make and revise policy, rules, regulations and practices in furtherance thereof.

- B. The exercise of the foregoing powers, rights, authority, duties and responsibilities, by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited by the provisions of N.J.S.A.34:13A-1 et seq. and by the terms of this Agreement and then only to the extent such terms are in conformance with the Constitution and Laws of the United States.

ARTICLE XIII

DURATION

This Contract shall be effective from July 1, 1985, through June 30, 1987.

SCHEDULE A

==DOVER TEACHERS SALARY GUIDE, 1985-86==

STEP 1984-85	STEP	NON-DEG	B.S.	B.S.+30	M.A.	M.A.+30
1	1	18,500	18,500	19,450	20,640	21,180
2	2	18,500	18,894	19,864	21,054	21,594
3	3	18,862	19,727	20,697	21,887	22,427
4	4	19,822	20,687	21,657	22,847	23,387
5	5	21,072	21,987	22,907	24,097	24,637
6	6	22,072	22,937	23,907	25,097	25,637
7	7	22,872	23,687	24,657	25,847	26,387
8	8	23,872	24,687	25,657	26,847	27,387
9	9	24,872	25,687	26,657	27,847	28,387
10	10	25,872	26,687	27,657	28,847	29,387
11	11	26,872	27,687	28,657	29,847	30,387
12	12	27,872	28,687	29,657	30,847	31,387
13	13	28,872	29,687	30,657	31,847	32,387
14	14	29,872	30,687	31,657	32,847	33,387
15	15	30,872	31,687	32,657	33,847	34,387
16, 17	16	32,692	33,457	34,427	35,617	36,157

LONGEVITY

Longevity increases shall be paid as follows:

An increase of \$500 after a teacher completes 15 years in the district; an additional \$250 after completing 20 years in the district; an additional \$250 after completing 25 years in the district; an additional \$200 after completing 30 years in the district, for a maximum longevity increase not to exceed a total of \$1,200.

NOTE: Advancement on this guide is contingent upon satisfactory performance by the teacher as determined through administrative evaluation.

SCHEDULE A

==DOVER TEACHERS SALARY GUIDE, 1986-87==

STEP	NON-DEG	B.S.	B.S.+30	M.A.	M.A.+30
1	18,685	19,500	20,470	21,660	22,200
2	19,485	20,300	21,270	22,460	23,000
3	20,190	21,005	21,975	23,165	23,705
4	20,915	21,730	22,700	23,890	24,430
5	21,875	22,690	23,660	24,850	25,390
6	23,375	24,190	25,160	26,350	26,890
7	24,325	25,140	26,110	27,300	27,840
8	25,125	25,940	26,910	28,100	28,640
9	26,125	26,940	27,910	29,100	29,640
10	27,125	27,940	28,910	30,100	30,640
11	28,125	28,940	29,910	31,100	31,640
12	29,125	29,940	30,910	32,100	32,640
13	30,125	30,940	31,910	33,100	33,640
14	31,125	31,940	32,910	34,100	34,640
15	32,655	33,470	34,440	35,630	36,170
16	34,655	35,470	36,440	37,630	38,170

LONGEVITY

Longevity increases shall be paid as follows:

An increase of \$500 after a teacher completes 15 years in the district; an additional \$250 after completing 20 years in the district; an additional \$250 after completing 25 years in the district; an additional \$200 after completing 30 years in the district, for a maximum longevity increase not to exceed a total of \$1,200.

NOTE: Advancement on this guide is contingent upon satisfactory performance by the teacher as determined through administrative evaluation.

SCHEDULE B

DOVER BOARD OF EDUCATION
SALARY GUIDE FOR ATHLETICS

	<u>1985-86</u>				
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Athletic Director	2010	2220	2420	2630	3760
Head Football	2000	2400	2800	3200	3910
Assistant	1300	1500	1700	1900	2650
Football Trainer	1370				
Head Baseball, Track, Soccer, Field Hockey, Basketball, Wrestling, Softball	1600	1900	2200	2500	3130
Assistant	1100	1300	1500	1700	2255
Head Cross Country, Winter Track, Swimming	1200	1400	1600	1800	2320
Assistant	900	1000	1100	1200	1600
Head Tennis	900	1000	1150	1600	
Equipment Custodian	1435				
Middle School - Basketball, Track, Wrestling, Cross Country	770	875	1040		
	<u>1986-87</u>				
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Athletic Director	2010	2220	2420	2630	4060
Head Football	2000	2400	2800	3200	4200
Assistant	1300	1500	1700	1900	2860
Football Trainer	1370				
Head Baseball, Track, Soccer, Field Hockey, Basketball, Wrestling, Softball	1600	1900	2200	2500	3380
Assistant	1100	1300	1500	1700	2435
Head Cross Country, Winter Track, Swimming	1200	1400	1600	1800	2505
Assistant	900	1000	1100	1200	1730
Head Tennis	900	1000	1150	1730	
Equipment Custodian	1435				
Middle School - Basketball, Track, Wrestling, Cross Country	830	945	1125		

SCHEDULE C

DOVER BOARD OF EDUCATION DEPARTMENT CHAIRPERSONS

1985-1986

Department Chairpersons shall receive compensation at the basic rate of \$900, plus an additional \$49.00 for each teacher assigned full-time to his Department. In cases where a teacher is assigned to more than one Department, the Department Chairperson shall receive \$10 for each teaching period that the teacher is assigned to him for supervision. (For example, if a teacher is assigned to Department "A" for three teaching periods, and to Department "B" for two teaching periods, the supervisor of Department "A" will receive an additional \$30 and the supervisor of Department "B" an additional \$20.)

Assistant Department Chairpersons and Team Leaders shall receive \$528.00

DOVER BOARD OF EDUCATION DEPARTMENT CHAIRPERSONS

1986-1987

Department Chairpersons shall receive compensation at the basic rate of \$977, plus an additional \$53.00 for each teacher assigned full-time to his Department. In cases where a teacher is assigned to more than one Department, the Department Chairperson shall receive \$11 for each teaching period that the teacher is assigned to him for supervision. (For example, if a teacher is assigned to Department "A" for three teaching periods, and to Department "B" for two teaching periods, the supervisor of Department "A" will receive an additional \$33 and the supervisor of Department "B" an additional \$22.)

Assistant Department Chairpersons and Team Leaders shall receive \$573.00.

NOTE: Increases over the previous year's compensation are contingent upon satisfactory performance by the Department Chairpersons as determined by administrative evaluation.

SCHEDULE D

DOVER BOARD OF EDUCATION
CO-CURRICULAR COMPENSATION
1985-86 and 1986-87

- I. All Co-Curricular Compensation to be within the range stated below with the individual to be 8.7% above the 1984-85 compensation for 1985-86 and 8.5% above the 1985-86 compensation for 1986-87, except where dictated otherwise by the nature of the assignments, merit, or other pertinent factors.

II. ACTIVITIES

	<u>Range 1985-86</u>	<u>Range 1986-87</u>
Public Relations	807-2176	876-2361
Forensics & Debating	538-1369	584-1485
Ski Club	141- 303	153- 329
High School Accounts	679-1883	737-2043
Athletic Assoc.-Treasurer	807-2044	876-2218
H.S. Band-Director	1354-3751	1469-4070
H.S. Band-Assistant	586-1741	636-1889
H.S. Band-Camp	400- 701	434- 760
H.S. Play-Dramatics	620-1420	673-1541
H.S. Play-Music	479-1028	520-1115
H.S. Play-Vocal Music	479- 912	520- 990
H.S. Play-Scenery	211- 782	229- 848
H.S. Play-Lights	117- 176	127- 191
H.S. Play-Makeup	49- 92	53- 100
H.S. Play-Choreographer	300- 510	326- 554
H.S. Yearbook Advisor	538-1369	584-1485
H.S. Yearbook Assistants	270- 679	293- 737
East Dover Yearbook	82- 124	89- 135
Public Address System	270- 855	293- 928
AVA Coordinator	467- 538	507- 584
H.S. Senior Class Advisor (4)	82- 123	89- 133
H.S. Junior Class Advisor	327- 411	355- 446
H.S. Student Government Advisor	176- 293	191- 318
Cheerleader Advisor, Head (3)		
Football, Basketball, Wrestling	411- 659	446- 715
Cheerleader Advisor, Asst. (3)		
Football, Basketball, Wrestling	247- 411	268- 446
Middle School Play Directors	200- 300	217- 326
H.S. Play-Costumes	217- 294	235- 319

III. HOURLY PAID ACTIVITIES

Detention Hall	10.28	11.15
Morning/Afternoon Hall Duty	10.28	11.15
Intramurals	10.28	11.15
Security/Extra Service	10.28	11.15
Driver Education	11.49	12.47
Educational Programs (Extra Services)	11.49	12.47